

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 1246-01  
Bill No.: HB 631  
Subject: Teachers; Education, Elementary and Secondary; Boards, Commissions,  
Committees, Councils  
Type: Original  
Date: February 26, 2013

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Bill Summary: This proposal modifies provisions relating to the employment and evaluation of teachers.

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>			
FUND AFFECTED	FY 2014	FY 2015	FY 2016
<b>Total Estimated Net Effect on General Revenue Fund</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>			
FUND AFFECTED	FY 2014	FY 2015	FY 2016
<b>Total Estimated Net Effect on <u>Other</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.  
This fiscal note contains 5 pages.

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
FUND AFFECTED	FY 2014	FY 2015	FY 2016
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)</b>			
FUND AFFECTED	FY 2014	FY 2015	FY 2016
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

☐ Estimated Total Net Effect on All funds expected to exceed \$100,000 savings or (cost).

☐ Estimated Net Effect on General Revenue Fund expected to exceed \$100,000 (cost).

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
FUND AFFECTED	FY 2014	FY 2015	FY 2016
<b>Local Government</b>	<b>\$0</b>	<b>(Could exceed \$100,000)</b>	<b>\$0</b>

## FISCAL ANALYSIS

### ASSUMPTION

A preliminary response from the **Department of Elementary and Secondary Education (DESE)** indicated there should not be significant costs to DESE as a result of this proposed legislation. DESE assumes there may be some costs to school districts to implement the provisions of the proposal.

Officials from the **Kansas City Public School District (KCPSD)** do not see substantial unfunded mandates for KC Public Schools within the text of the proposed legislation. KCPSD currently evaluates staff and provides teachers and principals with professional training and improvement plans when they believe it is warranted. Some added costs may be required to educate staff on the details of the law if passed.

KCPSD assumes districts that do not currently provide training and improvement plans may incur substantial costs implementing this law if passed, in that they would have to develop systems and programs to facilitate the mandate.

**Oversight** assumes there could be implementation costs to school districts. Oversight assumes provisions of the proposal will not be in place until the 2014-2015 school year and will show implementation costs to the school districts in FY 2015.

<u>FISCAL IMPACT - State Government</u>	FY 2014 (10 Mo.)	FY 2015	FY 2016
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Local Government

FY 2014  
(10 Mo.)

FY 2015

FY 2016

**LOCAL POLITICAL SUBDIVISIONS**

Costs - Local School Districts -

Implementation of teacher employment  
and evaluation procedures

(Could exceed  
\$0      \$100,000)

\$0

**ESTIMATED NET EFFECT ON  
LOCAL POLITICAL SUBDIVISIONS**

(Could exceed  
\$0      \$100,000)

\$0

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

This proposal modifies provisions relating to the employment and evaluation of teachers.

A district shall not adopt or implement policies that permit length of service to serve as the primary factor when conducting layoffs or a reduction in force. A district instead shall utilize the results of annual evaluation, as prescribed in the bill, as the primary factor when conducting a reduction in force. The evaluation system shall include performance reviews to provide feedback to teachers and shall include summative evaluations.

Each local school district shall establish and implement a local evaluation system for teachers and principals centered on student achievement.

A teacher may be considered for a permanent appointment upon the successful completion of the probation period, but in no case shall permanent status be automatically granted. The criteria for granting a permanent appointment to a teacher shall include multiple measures for assessing a teacher's effectiveness, as outlined in the proposal.

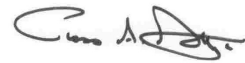
Each local district shall develop guidelines for professional improvement plans for teachers, principals, and administrators no later than the beginning of the 2014-2015 school year.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

LMD:LR:OD

SOURCES OF INFORMATION

Department of Elementary and Secondary Education  
School Districts  
Kansas City Public School District

A handwritten signature in black ink, appearing to read "Ross Strobe".

Ross Strobe  
Acting Director  
February 26, 2013